

**STATE OF CALIFORNIA
OFFICE OF THE ADJUTANT GENERAL
STATE MILITARY RESERVE
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SACRAMENTO, CALIFORNIA 95826-9101**

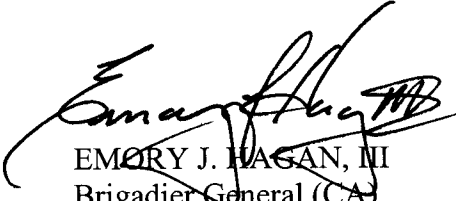
CASR-CG

23 January 2006

MEMORANDUM FOR RECORD

SUBJECT: Commander's Open Door Policy

1. The welfare of every member of the California State Military Reserve is of great concern to me. People are the most important asset in this command and deserve to be treated with dignity and respect. My door is open to all members to ensure they receive fair treatment and are afforded the opportunity to be heard.
2. This policy does not replace or circumvent the normal use of chain of command or establish statutory and regulatory appeal procedures. Therefore, prior to seeking my assistance, members should first attempt to contact their chain of command for possible resolution of the problem. In those unusual cases where the needed resolution exceeds the scope of the authority of a supervisor, members are encouraged to seek my advice or assistance. I will not tolerate reprisal against members seeking my advice or assistance.
3. The policy's intent is not to provide a means of presenting me with any adverse actions prematurely. All adverse actions have specific investigative channels and existing procedures including forwarding those investigations to me for an impartial review and decision. Such actions include EO complaints, evaluation appeals, elimination actions and report of survey appeals.
4. If a CA SMR member is unable to obtain assistance or resolution of a problem after following their chain of command, the member may contact my Chief of Staff, Col Anthenien at e-mail Ralph.Anthenien@ca.ngb.army.mil or (916) 854-3143 to schedule an appointment.


EMORY J. HAGAN, III
Brigadier General (CA)
Commanding General

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